TERMS OF REFERENCE FOR INDIVIDUAL CONTRACTORS/ CONSULTANTS

<table>
<thead>
<tr>
<th>Title of Assignment</th>
<th>Consultant to conduct Fauna and avifauna rapid assessment in AlUla PAs</th>
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<tbody>
<tr>
<td>Location</td>
<td>Al-Ula, KSA</td>
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<tr>
<td>Project</td>
<td>AlUla Protected Areas Network (APAN) project</td>
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<tr>
<td>Duration</td>
<td>7 Months</td>
</tr>
<tr>
<td>From:</td>
<td>15 November, 2022</td>
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<td>To:</td>
<td>15 June 2023</td>
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Background

AlUla, a region of extraordinary natural and cultural significance located in the north-west of the Kingdom of Saudi Arabia lying in the region of Madinah 1,100 km from Riyadh. Due to its location, the county is characterized by a hot and arid environment all year round, with irregular occurrences of high intensity rainfall, particularly in the winter months with average yearly range between 54mm/year and 100mm/year. Climate and weather are of key relevance to the potential for vegetation recovery, ecosystem service provision and ecotourism potential.

The area of AlUla, 22,561km² and is divided into four main landscape zones: AlUla East, AlUla Northeast, AlUla Southeast and AlUla Agricultural Core. The county includes a diverse and complex assemblage of geological features, which include harrats, wadis, canyons, a lush oasis valley, towering sandstone mountains, sandy desert and ancient cultural heritage sites dating back thousands of years. All these features that are in the four main landscape zones are further divided into 18 broad natural areas, based on the human occupation and impact, major geographical features, geology and altitude. These include the recently designated Sharaan Nature Reserve as well as the Harrat Uwayrid, Harrat Alzabin, Wadi Nakhla, AlGharameel, and Harrat Khaybar protected areas. Harrat Khaybar is located south of AlUla County but is under the administrative responsibility of the RCU.

Saudi Arabia has unveiled plans to develop AlUla into the world’s largest living museum by 2035. AlUla is receiving considerable attention in Saudi Arabia for its high touristic, natural and cultural values, and development potential. The area has been long inhabited by different civilizations like the Nabateans and Romans due to its strategic location on the trade routes. The Nabatean city of Hegra, located within AlUla, was the first UNESCO world heritage site designated in Saudi Arabia. Whereas the Kingdom of Saudi Arabia is embarking on a new era with its 2030 ambitious vision, which recognizes natural and cultural heritage as important key assets of the Kingdom. As part of Saudi Vision 2030, AlUla will be a major heritage, cultural, arts and adventure tourism destination.

Due to the variety of habitats present in the region, the county has historically supported a rich and diverse environment. However, over the last century, the environment, rich biodiversity and history of AlUla were increasingly being put at risk, as a steep decline in the numbers of the living species has been noticed, and the distribution and composition of habitats throughout the county have been affected as a consequence of the current land management that includes overgrazing of camels, unauthorized hunting, firewood collecting and the uncontrolled growth of urban areas. Much of the landscape in AlUla has been modified by damaging human activity, leaving behind only patches of habitats for indigenous species. Examples of threats affecting AlUla biodiversity are overgrazing, hunting, climate change and agriculture activities. Other threats are concerning cultural heritage, such as dropping of waste, seasonal flooding and water damage, illegal and unsustainable water extractions, biodiversity decline, rockfall and rock erosion, agricultural pests, intensive agricultural practices and grazing. In addition to cultural destruction, existing settlements, unplanned development, impacts from visitors and tourism, vandalism and graffiti and the use of off-road vehicles on strike which have significant effects.
The Royal Commission for AlUla (RCU) was established to protect and safeguard AlUla, and is embarking on a long-term plan to develop and deliver a sensitive, sustainable transformation of the region. It is one of the country’s most important archaeological and cultural destinations and is preparing to welcome visitors from around the world. RCU’s development work in AlUla encompasses a broad range of initiatives across archaeology, tourism, culture, education and arts. RCU is working closely with local and international partners and experts to achieve its development goals, with strong local community involvement as key players in the process.

The International Union for the Conservation of Nature (IUCN) is the world’s leading conservation membership union established over 70 years ago, and composed of over 1,400 member-organizations of both government and civil society organizations with the input of more than 18,000 experts. IUCN’s mission is to influence, encourage and assist societies to conserve the integrity and diversity of nature and ensure that any use of natural resources is equitable and ecologically sustainable. Through its Regional Office for West Asia (ROWA) and related global programmes, IUCN is seeking to strengthen its presence in Saudi Arabia through initiatives that align with IUCN’s mission and priorities.

IUCN and RCU are aiming to further strengthen joint efforts in a large-scale project that aims to facilitate the design, establishment and operation of a network of five protected areas and connected conserved area designations in AlUla County according to the world’s best international standards and best practices, including IUCN Green List certification. The project will result in an operational design for AlUla protected and conserved area network that is representative, connected, fair and effective, and climate resilient. The six nature reserves which are under the mandate of the RCU are targeted in this assignment.

Scope of Work and Objectives

Under the supervision of the Protected Areas, World Heritage and Biodiversity Programme Manager at IUCN-ROWA and in coordination and consultation with the Royal Commission for Alula (RCU), the consultant shall provide the following services:

- Contribute to and support the implementation of Component 2 Strategic design of the AlUla Protected and Conserved Areas Network (AlUla PAN) in coordination with the project manager, and component leader.
- Contribute to and support the implementation of Component 3: Ecosystem rehabilitation and support for species reintroductions for (AlUla PAN) Project, in coordination with the project manager and component leader.

The consultant shall ensure the delivery of the outputs and activities and shall refer to the activity description in the project document (Version May 2022).

The consultant shall be responsible for the following specific tasks under the following relevant components:

Support the implementation of Component 2 Strategic design of the AlUla Protected and Conserved Areas Network (AlUla PAN)

Supporting the delivery of Component 2: Strategic design of AlUla Protected and Conserved Areas Network (AlUla PAN)
Outcome: An operational design for the AlUla protected and conserved area network that is representative, connected, fair and effective, and climate resilient.

Under Output 2.1: Baseline assessments of biodiversity, threats, climate

Activity 2.1.1: Undertake a system-wide biodiversity and threat assessment. (Role: Conduct a rapid fauna and avi-fauna assessment of AlUla PAs with the support of flora experts and under the supervision of the biodiversity team leader. The rapid assessment should aim to cover the following aspects:

- Update the fauna and avi-fauna species checklist for each of the six protected areas
- Map the distribution of key species within each protected area
- Identify key indicators (fauna and avi-fauna) for each site for future monitoring
- Identify and where applicable map key threats to fauna and avi-fauna
- Provide recommendations for the management plan and zoning plan of each protected area
- Provide recommendations for buffer zones and connectivity corridors for each protected area

The consultant shall submit a draft design and methodology for the rapid assessment that should be approved by the component leader and project manager.

Component 3: Ecosystem rehabilitation and support for species reintroductions for (AlUla PAN) Project

Outcome: Enhanced habitat rehabilitation for key ecosystems in important areas, including connectivity zones, using scientifically-based native species reintroduction approaches.

Under Output 3.1: Optimal sites for habitat rehabilitation and species reintroductions are defined

Activity 3.1.1: Define optimal sites using species distribution models (SDMs) developed for target species of fauna and flora. (Role: Support the team leader and provide recommendations for the identification of potential sites for species re-introductions)

Output 3.3: Monitoring programmes are established

Activity 3.3.2: Establish priority monitoring initiatives, including for invasive and pest species

(Role: Provide recommendations regarding priority monitoring initiatives including invasive species and pest control)

Component 5: Capacity Development

Output 5.4: Training and capacity building initiatives are implemented and evaluated

Activity 5.4.9: PA Rangers and managers training including:

- Management planning training Workshop (for 5 days) with the following supporting documents: (Training material, presentations, additional references and reading materials, participants lists, photographs, training evaluation)
- Rangers training workshop report (for 5 days) with the following supporting documents: (Training material, presentations, additional references and reading materials, participants lists, photographs, training evaluation)
Work relationships: The consultant shall report to Protected areas, World Heritage and Biodiversity programme manager Eng. Natalia Boulad.

Deliverables

The consultant shall submit the following to IUCN’s Regional Office for West Asia:

Component 2: Strategic design of the AlUla Protected and Conserved Areas Network (AlUla PAN)

Outcome: An operational design for the AlUla protected and conserved area network that is representative, connected, fair and effective, and climate resilient.

Under Output 2.1: Baseline assessments of biodiversity, threats, climate

Activity 2.1.1: Undertake a system-wide biodiversity and threat assessment. (Report covering rapid assessment results)

Component 3: Ecosystem rehabilitation and support for species reintroductions for (AlUla PAN) Project

Outcome: Enhanced habitat rehabilitation for key ecosystems in important areas, including connectivity zones, using scientifically-based native species reintroduction approaches.

Under Output 3.1: Optimal sites for habitat rehabilitation and species reintroductions are defined

Activity 3.1.1: Define optimal sites using species distribution models (SDMs) developed for target species of fauna and flora. (Report with recommendations on optimal sites for species reintroduction as per the list provided by IUCN )

Component 5: Capacity Development

Under Output 5.4: Training and capacity building initiatives are implemented and evaluated

Activity 5.4.9: PA Rangers and managers training including:

- Management planning training Workshop report with the following supporting documents: (Training material, presentations, additional references and reading materials, participants lists, photographs)
- Rangers training workshop report with the following supporting documents: (Training material, presentations, additional references and reading materials, participants lists, photographs)

The consultant shall refer to the detailed description of each deliverable in the project document.

Consultancy workplan

<table>
<thead>
<tr>
<th>Activity</th>
<th>2022</th>
<th>2023</th>
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<tbody>
<tr>
<td>Project Components</td>
<td>Q4</td>
<td>Q1</td>
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<tr>
<td>Component 2: Strategic design of the AlUla Protected and Conserved Areas Network (AlUla PAN)</td>
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<tr>
<td>Output 2.1: Baseline assessments of biodiversity, threats, climate change and socio-economic context are conducted</td>
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<td>2.1.1. Undertake a system-wide biodiversity and threat assessment. (Report)</td>
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<td>Component 3: Ecosystem rehabilitation and support for species reintroductions for (AlUla PAN) Project</td>
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</table>
### 3.1.1 Define optimal sites using species distribution models (SDMs) developed for target species of fauna and flora. *(Report)*

### Component 5: Capacity Development

**Output 5.4: Training and capacity building initiatives are implemented and evaluated**

**5.4.9 PA Rangers and managers training**

A detailed workplan shall be agreed during the inception phase of the consultancy.

#### Payment Schedule

The consultant is expected to conduct the work between November 2022 and June 2023 through office work, and consultation with the IUCN ROWA and relevant stakeholders if needed. The consultant shall submit an invoice according to the schedule of payments described below:

- 25% upon signature
- 25% upon the completion of deliverable (2.1.1)
- 25% upon the completion of deliverable (3.1.1)
- 25% upon the completion of the remaining deliverable (5.4.9), and all tasks and delivery of all relevant deliverables and reports.

IUCN will also deduct a 5% amount as admin and review cost arising or made in connection with this agreement.

#### Qualifications of Successful Candidate

The consulting firm should formulate a team to cover the tasks described in the TOR with at least the following expertise:

- **Senior fauna ecologist** with the following expertise:
  - A Master’s degree in biology, biodiversity conservation or related field is preferred
  - At least 10 years of experience in fauna surveys
  - A proven record of relevant quality work including published literature, reports or related material
  - Ability to work in a desert and semi-desert environment

- **Senior avifauna ecologist**:
  - Master’s degree in biology, biodiversity conservation or related field is preferred
  - At least 10 years of experience in avifauna surveys
  - A proven record of relevant quality work including published literature, reports or related material
  - Ability to work in a desert and semi-desert environment

Other team members should be selected to cover the tasks described in the TOR with the following general qualifications:

- Degree or Ph.D. in biology, biodiversity conservation or related fields.
- Experience in conducting biodiversity assessments, species conservation plans, and monitoring strategies
- Extensive experience with biodiversity conservation issues in the region of West Asia
• Excellent training, facilitation and coordination skills, the ability for managing the timely and effective delivery of both quantity and quality work on time.
• Proven ability to liaise and work with a range of stakeholders including government agencies, the private sector, and local community.
• Ability to compile large amounts of information succinctly into a coherent document for conservation practitioners and government officials.
• Review and coordination skills, the ability for managing the timely and effective delivery of both quantity and quality work on time.
• Excellent verbal and written communication skills in English.

Consultant selection criteria

Proposal must be submitted by email to: Procurement.rowa@iucn.org by 31st October 2022.

Qualified firms/organizations must submit two envelopes as below:

1. Technical proposal including:
   - Company/organization profile
   - Samples of previous similar assignments or link for published documents
   - Registration certificate and bank detail
   - Team composition and CV’s
   - Proposed methodology

2. Financial offer including all expenses related to the completion of this assignment including:
   - Expert fees
   - Rent of field equipment
   - Travel and accommodation
   - Any other relevant costs
   - The cost of travel (domestic or international) for training participants from the RCU, if needed, shall be covered separately through the project.

Evaluation of bids:
Proposal’s will be evaluated based on the following:

- Technical proposal 75%, sub-divided as follows: (Organization/ company profile and previous experience in similar assignments (25%), Team CV’s (25%) and Methodology (25%)

- Financial proposal: 25%

Nature of penalty clause in contract

If the requested deliverables are not submitted within the timeframe stated in this TOR, the payments will be withheld.
International Union for Conservation of Nature – Regional Office for West Asia (IUCN-ROWA) reserves the right to withhold all or a portion of payment if performance is unsatisfactory, if work/outputs is incomplete, not delivered or for failure to meet deadlines. All materials developed will remain the copyright of IUCN and IUCN will be free to adapt and modify them in the future.

Important notes:

1. All the deliverables from the consultants whether reports, presentations, documents, etc. should include (IUCN, RCU) logos and the two institutions should be mentioned whenever this activity is mentioned.
2. Any pictures, figures, charts, etc. used in this consultancy must include the copyrights.
3. The final compiled reports for this assignment will need to follow IUCN’s visual identity and publication guidelines, which will be provided by IUCN.
4. Qualified firms/organizations must sign declaration of undertaking.